



SPEAK UP !

AGAINST BIAS &

Respond to everyday racism and stereotypes



Conversations on Race is an annual forum for people to discuss race-related issues in a safe environment

CommunityCoalitionOnRace.org

Facebook [@Community.Coalition](https://www.facebook.com/Community.Coalition)

516 Prospect Street
Maplewood, NJ 07040

973-761-6116
info@twotowns.org

The **South Orange/Maplewood Community Coalition on Race** is a nationally-recognized nonprofit organization committed to building a racially integrated and truly inclusive community in which people of different races, ethnicities and cultural backgrounds live together, interact, form friendships, and participate fully in the community's economic, political, civic, and cultural life.

Micro-aggressions: Racial Micro-aggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults towards people of color. Those who inflict racial micro-aggressions are often unaware that they have done anything to harm another person.

Source: Sue, D.W., Capodilupo, C., Torino, G, Bucceri, J., Holder, A., Nadal, K., & Equin, M. (2007). *Racial Microaggressions in Everyday Life: Implications for Clinical Practice.*

INTERRUPT

Speak up against every biased remark every time, in the moment without exception. Think about what you'll say ahead of time so you are prepared to act instantly.

TRY SAYING...

"I DON'T LIKE WORDS LIKE THAT." or "THAT PHRASE IS HURTFUL."

QUESTION

Ask simple questions in the response to hateful remarks to find out why the speaker made the offensive comment and how you can best address the situation.

TRY SAYING...

**"WHY DO YOU SAY THAT?"
"WHAT DO YOU MEAN?"
or "TELL ME MORE."**

EDUCATE

Explain why a term or phrase is offensive. Encourage the person to choose a different expression. Hate isn't behind all hateful speech. Sometimes ignorance is at work or lack of exposure to a diverse population.

TRY SAYING...

"DO YOU KNOW THE HISTORY OF THE WORD?"

ECHO

If someone else speaks up against hate, thank her and reiterate her anti-bias message. One person's voice is a powerful start. Many voices together create change.

TRY SAYING...

"THANKS FOR SPEAKING UP, JANE. I AGREE THAT WORD IS OFFENSIVE AND WE SHOULDN'T USE IT."